

SIERRA COUNTY BOARD OF SUPERVISORS'
AGENDA TRANSMITTAL & RECORD OF PROCEEDINGS

MEETING DATE: DEPARTMENT: PHONE NUMBER: REQUESTED BY:	TYPE OF AGENDA ITEM: <div style="text-align: center;"> REGULAR CONSENT TIMED </div> <hr/> SUPPORTIVE DOCUMENT ATTACHED: <div style="text-align: center;"> RESOLUTION MEMO AGREEMENT OTHER <u>Letter in Opposition</u> </div>
AGENDA ITEM:	
BACKGROUND INFORMATION:	
FUNDING SOURCE: GENERAL FUND IMPACT:	OTHER FUND: AMOUNT: \$
ARE ADDITIONAL PERSONNEL REQUIRED? <div style="text-align: center;"> YES NO </div> TYPE OF EMPLOYEE	IS THIS ITEM ALLOCATED IN THE BUDGET? <div style="text-align: center;"> YES NO </div> IS A BUDGET TRANSFER REQUIRED? <div style="text-align: center;"> YES NO </div>
SPACE BELOW FOR CLERK'S USE	
BOARD ACTION: <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> APPROVED ADOPTED DENIED NO ACTION TAKEN </div> <div style="width: 45%;"> APPROVED AS AMENDED ADOPTED AS AMENDED OTHER </div> </div>	SET PUBLIC HEARING FOR: _____ DIRECTION TO: _____ REFERRED TO: _____ CONTINUED TO: _____ AUTHORIZATION GIVEN TO: _____
BOARD VOTE: BY CONSENSUS AYES: ABSTAIN: NOES: ABSENT:	RESOLUTION 2023-_____ AGREEMENT 2023-_____ ORDINANCE _____
COMMENTS:	

CLERK OF THE BOARD

DATE



A LAW FIRM FOUNDED ON THE
PRINCIPLE OF SERVICE

David A. Prentice
david@prenticelongpc.com

April 24, 2023

Brian Cote
Kalyn Dean
bcote@counties.org
kdean@counties.org

Re: AB 1484

Dear

This office serves as County Counsel and Personnel Director for the County of Sierra. We also perform labor negotiations. AB 1484 will present terrible circumstances as it is attempting to fix a problem which does not exist. Temporary employment, regardless of how designated, is a benefit to many citizens of the Sierra County regardless of race, gender, or any other qualifier. Should this bill go into effect, the County of Sierra will be hard pressed to continue the practice of hiring such individuals. The agency simply does not have the resources to provide benefits for short term workers. In fact, Sierra County is often searching for employees and is always ready to hire temporary workers into full time positions when available.

In addition, providing a grievance procedure will add a layer of complication which aids no one and again hinders the ability of the County to hire said employees. They are temporary employees of short duration and adding entitlements to these opportunities will simply serve to end the opportunities. I would urge you to oppose this bill.

Sincerely,

PRENTICE LONG, PC

David A. Prentice

Heather Foster

From: Brian Cote <bcote@counties.org>
Sent: Thursday, April 20, 2023 2:47 PM
To: Brian Cote
Cc: Kalyn Dean
Subject: CSAC Request for Input - AB 1484 (Zbur) Temporary public employees - by 4/24/2023

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Good afternoon Leg Coordinators,

The California State Association of Counties is requesting input on [AB 1484 \(Zbur\) temporary public employees](#), which would impose specified requirements with respect to the temporary employees, as defined, of a public employer who have been hired to perform the same or similar type of work that is performed by permanent employees represented by a recognized employee organization. In this regard, the bill would require those temporary employees to be automatically included in the same bargaining unit as the permanent employees, as specified, upon the request of the recognized employee organization. The bill would also require a public employer to, upon hire, provide each temporary employee with their job description, wage rates, and eligibility for benefits, anticipated length of employment, and procedures to apply for open, permanent positions. Please view CSAC's coalition letter opposing AB 1484 [here](#).

AB 1484 is quickly moving through the Legislature, having passed the Assembly Committee on Public Employment and Retirement last month and is currently scheduled to be heard by the Assembly Appropriations Committee mid-next week. We are particularly interested in how this measure would impact your county's:

- Collective bargaining costs and whether you would be able to identify any specific impacts.
- Grievance process given that the bill mandates that temporary employees be granted access to the grievance process, if discharged. We're expecting that this would lead to disputes and litigation that will further discourage counties from utilizing temporary employees and increase costs when they do so.

Realizing that this is a very short timeline, we are hoping that you could please provide us with feedback addressing the above bullet points by **April 24, 2023** (or sooner, if possible). Any other feedback that you are willing to offer – especially as it relates to any fiscal and programmatic impacts – would also be greatly appreciated.

Thank you very much for your assistance and input!

Sincerely,

Brian



Brian Cote

Senior Legislative Analyst
Government Finance and Administration

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Phone: 916-216-6247



The Voice of California's 58 Counties

www.counties.org